

# Civil Rights Compliance



# What is Discrimination?

- The act of distinguishing one person or group of persons from others, either intentionally, by neglect, or by the effect of actions or lack of actions based on their protected bases.



# 6 Protected Classes

- Race
- Color
- Sex
- Age
- National Origin
- Disability



# 6 Areas of Civil Rights Compliance

- Public Notification System
- Data Collection
- Training
- Compliance Reviews
- Civil Rights Complaints
- Assurances



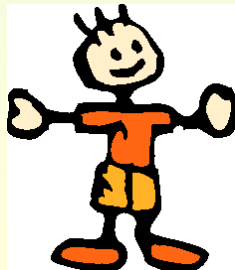
# Public Notification System

- Display in a prominent place the **"And Justice For All"** poster.



# Public Notification System

- All sponsors must have the capability of providing informational materials in the appropriate translation concerning the availability and nutritional benefits of the CNP.



# Public Notification System

- The non-discrimination statement should be included, in full, on all materials regarding the NSLP, SBP, and ASSP that are produced for public notification (i.e., news release).

**1-800-795-3272 (Voice)**

**1-202-720-2600 (TTY)**



# Public Notification System

- Participants must be advised of their rights and the complaint procedures including how to file a complaint.





# Public Notification System

- At a minimum, the nondiscrimination statement, or a link to it, must be included on the home page of program information.



# Civil Rights Training

All staff should receive training on all aspects of civil rights compliance on an annual basis.

- Collection and use of data
- Effective public notification systems
- Complaint procedures
- Compliance review techniques
- Resolutions of noncompliance
- Requirements for reasonable accommodation of persons with disabilities
- Requirements for language assistance
- Conflict resolution
- Customer service



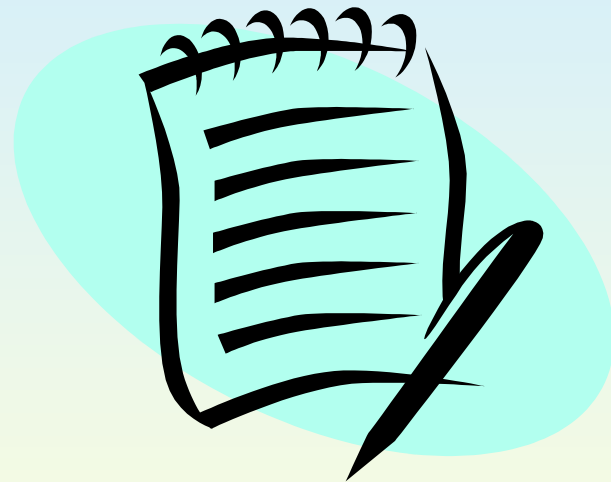
# Compliance Reviews

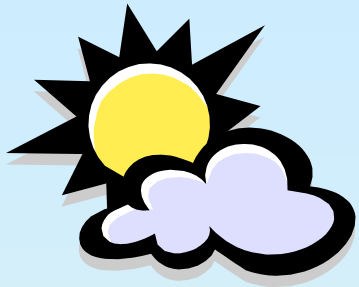
- Pre-award  
Compliance Reviews
- Routine Compliance  
Reviews
- Special Compliance  
Reviews



# Pre-award Compliance Reviews

These reviews are conducted by the state agency and are usually done as on-site reviews or desk reviews of information provided by applicants in their official application for Program funds.





# Routine (Post-award) Compliance Reviews

The State agency shall conduct Routine Civil Rights Compliance Reviews when they conduct program reviews.



# Special Compliance Reviews

A special compliance review is conducted by FNS Regional and/or Headquarters CRD when significant civil rights concerns having a direct effect on the delivery of FNS program services and/or benefits are identified. USDA OCR may conduct other special reviews.



# Special Compliance Reviews

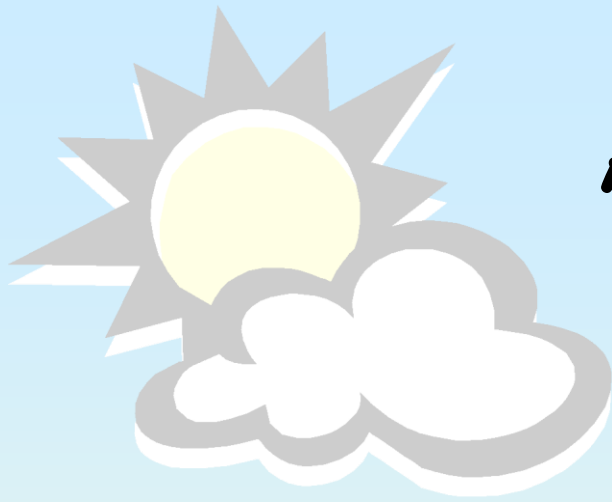
- Program participation data indicates that a particular group in a specific area is not benefiting from a FNS program
- Reports of alleged noncompliance made by the media, grassroots organizations, or advocacy groups need to be resolved
- Reports of alleged noncompliance made by other agencies, such as KDE and DOH, need to be resolved
- Patterns of complaints of discrimination have been documented



# Handling Complaints

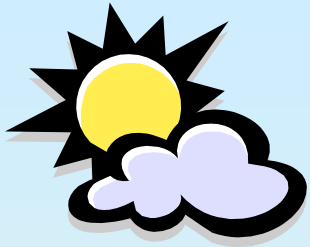
- Complaints may be written or verbal.
- Contact information of the complainant.
- Sponsor & site information.
- Nature of incident or action that led the complainant to feel discrimination was a factor.





# Assurances

A Civil Rights assurance is incorporated in all agreements between the State agency and sponsor in order to ensure that ALL children have access to Child Nutrition Programs....



# Questions?

